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INTEGRATION OF WOMEN INTO DEVELOPMENT: ACTIVITIES OF
THE CEPAL SECRETARIAT IN THE CARIBBEAN,
HAITI AND THE DOMINICAN REPUBLIC

Introduction

1. The CEPAL Programme for the Integration of Women into Development in the Caribbean Subregion falls within the framework of the programme of work and priorities set forth by the Caribbean Development and Co-operation Committee (CDCC). The activities of the Programme were conducted in such a way as to help to promote the self-reliance, independence and development of the Caribbean countries, those being objectives of the CDCC. The Programme was initiated in June 1979 and now includes 15 countries: Antigua, Bahamas, Barbados, Belize, Grenada, Guyana, Jamaica, Dominica, St. Vincent and the Granadines, St. Lucia, St. Kitts, Suriname, Trinidad and Tobago, Haiti and the Dominican Republic.^{1/}
2. From the inception of the Programme, it has been felt that in order to achieve its objectives, it is necessary to work in co-operation with:
 - (a) The other CDCC programmes and the CEPAL Office for the Caribbean;
 - (b) Specialized agencies and bodies of the United Nations system;
 - (c) Regional agencies and organizations, both governmental and private.
3. On consideration of the various mandates received by CEPAL from the World Conference of the International Women's Year (1975) and from the Regional Conference on the Integration of Women in the Economic and Social Development of Latin America, and also of the specific proposals contained in the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America and the mandates in this connexion from the Caribbean Development and Co-operation Committee (CDCC), it was decided to conduct the activities of the Programme for the Integration of Women into Development in the following priority areas:
 - (a) Establishment of national machinery
4. When the Programme was initiated in 1979, national machinery (women's "offices", "ministries" or "departments") had only just come into existence in three Caribbean countries: Barbados, Cuba and Jamaica.
5. The lack of a "focal point" in each country was considered to be a serious obstacle for conducting programmes of work intended to integrate women into development. Specifically, the absence of national machinery impedes the preparation of projects and of training programmes, and makes it impossible to cover the problems related to women in all development plans, agencies and institutions.

^{1/} Since June 1980, activities related to Cuba have been carried out by the Co-ordinator for Central America, Cuba and Mexico, who is based at the CEPAL Mexico Office.

6. Now national machinery exists in nine Caribbean countries, i.e., their number has increased by 200%. In the establishment of the new national machinery and the development of that already in existence in 1979, the CEPAL Programme helped in project formulation in general and provided technical assistance in respect of information, communications and research.

(b) Training

7. To compensate for the lack of the specialized knowledge needed to identify, plan, implement and evaluate programmes and projects, a project was prepared and submitted to the Voluntary Fund of the United Nations Decade for Women. The project consists in the holding of a training seminar in project and programme planning, which will take place in Barbados some time this year. It is hoped to train women occupying positions of leadership both in the governmental sector and in non-governmental organizations in the English-speaking Caribbean countries in the identification, formulation, implementation and evaluation of national and subregional projects and programmes. The project is now underway in that those who will participate in the seminar have undertaken to carry out studies in their respective countries prior to it. An important component of the seminar is the active participation in it of representatives of donor organs.

8. In July 1979 a training seminar in economic, political and social development was held in Cuba with the participation of Caribbean women; this seminar was financed by the Voluntary Fund and organized jointly by CEPAL and the Federation of Cuban Women. It was attended by representatives of nine Caribbean countries, who considered four items: (i) the role of women in the development of their countries; (ii) employment, health and education; (iii) the status of children, and (iv) women's agencies and organizations.

9. Work is now being conducted in collaboration with the United Nations Industrial Development Organization (UNIDO); the Voluntary Fund; the Unit on Women and Development (WAND) of the University of the West Indies; the Women's Offices in Barbados, Guyana, Jamaica and Trinidad and Tobago and the Caribbean Community (CARICOM) in connexion with the evaluation and reformulation of a project concerning an entrepreneurial training seminar for women in the English-speaking countries of the eastern Caribbean. It is hoped that it can be held some time this year.

/(c) Integration

(c) Integration of women in development planning

10. In co-operation with the Latin American Institute for Economic and Social Planning (ILPES) a meeting of experts on women and development planning organized by CEPAL was held in Barbados in 1980. This meeting drafted recommendations relating to the establishment of quantitative objectives and targets for the integration of women in development; emphasis was placed on the need to establish programmes and concrete incentives for the incorporation of women into decision-making processes at all levels and spheres of national development, and changes were proposed in the systems for information and follow-up on plans, programmes and projects, with a view to the more adequate evaluation of the social and economic participation of women.

11. Finally, recognizing that some Caribbean countries had acquired sufficient experience with regard to the integration of women into development planning and the establishment of national machinery, the Meeting recommended the promotion of technical and economic co-operation among developing countries and the provision of technical and financial assistance by ILPES to national planning agencies requesting it. As a first step in carrying out the recommendations of the Meeting of Experts, work was done on the creation of a network of planners specifically engaged in the integration of women in development planning, programmes and projects at the national as well as the regional level.

(d) Technical assistance in project formulation and development

12. When the Programme was initiated in 1979, preparations had been made and financing obtained from the Voluntary Fund for three projects in the Caribbean. The Programme provided the countries with sufficient technical assistance for project formulation as well as for the management and evaluation of the projects already underway. At the end of 1980, the Caribbean subregion had obtained financing from the Voluntary Fund for 33 national and regional projects, whose total value is nearly US\$ 2 million, and for a professional post and a general services post assigned to the CEPAL Office for the Caribbean.

13. The project on support for women in production, training, marketing and services within the framework of integrated rural development, which is being carried out in Guyana, requested and obtained from the Voluntary Fund,

/through CEPAL,

through CEPAL, a sufficient increase in its budget to be able to attain the objectives proposed. Although there is at present only one regional project 2/ executed by CEPAL with financing from the Voluntary Fund, another project is in preparation, in the field of research oriented towards the smaller English-speaking Caribbean countries. It is hoped that the UNIDO project and the seminar to be carried out in connexion with it can be extended to the training of women entrepreneurs throughout the Caribbean.

(e) Legislation

14. In recognition of the importance of legislation as a tool for planning, activities were carried out in compliance with the mandates received from CEPAL and CDCC in this connexion, taking into consideration the difficulty of obtaining financing to carry out studies on the legal status of women.

15. The Programme is working with CARICOM and the Social and Economic Research Institute of the University of the West Indies in Barbados, on a joint venture which will result in a full study of the legislation on women now in force in the Caribbean, with a view to suggesting the necessary changes to governments. The joint project also provides for the holding of meetings in the different countries to help in the formulation of policies and strategies which may change discriminatory legislation, especially those aspects which are intimately related to social, economic and political development.

(f) Research

16. The lack of data on women is one of the major obstacles in the formulation and implementation of plans, programmes and projects in favour of women in the Caribbean. It is necessary to promote action-oriented research and in particular studies aimed at clarifying the impact of policies affecting areas in which women are active and of determining the ways and means of modifying such policies to achieve true integration of women in development. The Programme has also decided that research on problems related to women will provide the necessary information for income-generating and training projects in the field of education (especially with regard to the formulation and modification of curricula) as well as information on specific aspects of legislation relating, for example, to employment, social security and tax laws.

2/ See paragraph 7 above.

17. The Programme is now working with the Social and Economic Research Institute in the conduct of research on the cultural and economic limitations of Caribbean women, the strategy of adaptation needed if they are to play their full role and on the effects of a socio-economic environment which is changing rapidly.

18. As has already been mentioned, a research project is being prepared in the smaller English-speaking Caribbean countries. It is hoped that various bodies in the United Nations system will contribute their efforts to this project.

(g) Co-operation and co-ordination

19. At its third session, CDCC gave a specific mandate to the Programme for the Caribbean: that of working with regional and international bodies at both the government and the private levels and of co-ordinating its activities with them.

20. Co-operation and co-ordination with the bodies in the United Nations system and with regional institutions and organizations, at both government and private level, have constituted one of the main activities of the Programme, since it is only by means of co-operation and co-ordination that the resources available for the women's programme may be used effectively. When the Programme was initiated in 1979, an arrangement was made for co-ordination and co-operation primarily with two institutions - one governmental and the other private, and both of regional scope. These institutions are CARICOM and WAND. Other institutions which participate regularly in the co-ordinating machinery are the Caribbean Women's Association (CARIWA), the Inter-American Commission of Women (CIM), the Social and Economic Research Institute and the University of Guyana. Other organizations which have also participated with some degree of frequency include the United Nations Children's Fund (UNICEF), the International Labour Organisation (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the Food and Agriculture Organization of the United Nations (FAO).

21. The machinery for co-ordination established by the various bodies participating in it has devised a strategy for the effective co-ordination of the different programmes, which provides for: (i) information exchange;
/(ii) exchange

(ii) exchange of programmes of work of each agency/organization; (iii) the dissemination of documents and support material for review and comment; (iv) the establishment of permanent contacts through travel and (v) the holding of periodic meetings to exchange experience and information on future action programmes.

22. The representatives of the participating agencies and organizations have so far held six meetings for purposes of co-ordination in which representatives of a number of institutions have participated in an observer capacity. A full evaluation of the work conducted jointly so far indicates that the exchange of information, experience and programmes of work and the personal contacts have promoted more rational and efficient use of resources; moreover, projects and activities (on legislation with CARICOM, research with the Social and Economic Research Institute and technical assistance to countries with WAND) are being carried out which would not have been possible without co-ordination and co-operation.

